

9 November 1953

MEMORANDUM FOR: Colonel White

1. The Personnel Office recommends that present Agency Regulations be amended so that instead of establishing uniformly a twelve months' trial service period, provision be made for the DD/A to give credit for time spent in a military capacity in a "comparable position." I think that this slightly misses the point, since the question of waiving trial period requirements has related specifically to situations where, as a civilian, the new employee performs exactly the same duties and responsibilities as he did when he was in military status (such as Matt Baird and Shef Edwards). If we say "comparable" position, then we do invite the various morale problems visualized by the Personnel Office in the attached memo.

2. It is hard to follow the rest of the Personnel Office memo. For example, it is argued that because we are processing supergrades on a temporary basis (presumably in giving credit for performance in lower grade jobs) it might be inconsistent to waive the uniform trial service period. This seems to be tortuous reasoning, to the nth degree. Equally involved, and I think incorrect, are the conclusions with respect to the Veterans Performance Act.

3. Personnel Office should, it seems to me, have submitted a proposed change to existing Regulations consistent with their recommendation. I recommend that, despite the shortcomings of the accompanying Personnel memo, the Personnel Office be asked to draft a change for [redacted] which will provide that the DD/A may approve credit for time spent in a military capacity. To be eligible for such credit, a new civilian employee must be appointed to the same position which he occupied while in military status prior to his conversion to civilian employment. Recommend that the attached route slip be forwarded to the Personnel Office conveying this instruction.

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